

Form NLRB-501 (2-08)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

INSTRUCTIONS:

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
08-CA-154164	6-15-15

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer ALCOA INC.		b. Tel. No. (216)641-3600
d. Address (street, city, state ZIP code) 1600 Harvard Ave Cleveland, OH 44105-3040		c. Cell No.
e. Employer Representative (b) (6), (b) (7)(C)		f. Fax No.
i. Type of Establishment (factory, nursing home, hotel) Factory		g. e-Mail
j. Principal Product or Service Aluminum		h. Dispute Location (City and State) Cleveland, OH
		k. Number of workers at dispute location

1. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

- 1) The above named Employer failed to respond and/or delayed in responding to the Union's March 25, 2015 information request(s) regarding training for hot inspectors
- 2) The above named Employer failed to respond and/or delayed in responding to the Union's January 8, 2015 and January 22, 2015 information requests at bargaining committee meetings regarding notices for contracted-out saw work

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

United Automobile Aerospace and Agricultural Implement Workers of America (UAW) Local 1050

4a. Address (street and number, city, state, and ZIP code)

2507 Harvard Avenue
Cleveland, OH 44105

4b. Tel. No.

(b) (6), (b) (7)(C)

4c. Cell No.

(b) (6), (b) (7)(C)

4d. Fax No.

4e. e-Mail

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge.

By:

(sign)

Address: 2507 Harvard Avenue,
Cleveland, OH 44105

Date:

6-15-15

Tel. No.

(b) (6), (b) (7)(C)

Office, if any, Cell No.

(b) (6), (b) (7)(C)

Fax No.

e-Mail

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

(b) (6), (b) (7)(C)



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 8
1240 E 9TH ST
STE 1695
CLEVELAND, OH 44199-2086

Agency Website: www.nlr.gov
Telephone: (216)522-3715
Fax: (216)522-2418



Download
NLRB
Mobile App

June 16, 2015

(b) (6), (b) (7)(C)

INTERNATIONAL UNION, UNITED
AUTOMOBILE, AEROSPACE AND
AGRICULTURAL IMPLEMENT WORKERS
OF AMERICA, LOCAL 1050
2507 HARVARD AVENUE
CLEVELAND, OH 44105

Re: Alcoa, Inc.
Case 08-CA-154164

Dear **(b) (6), (b) (7)(C)**

The charge that you filed in this case on June 15, 2015 has been docketed as case number 08-CA-154164. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

Investigator: This charge is being investigated by Field Examiner ROBERTA MONTGOMERY whose telephone number is (216)522-8181. If this Board agent is not available, you may contact Assistant Regional Director RANDALL A. MALLOY whose telephone number is (216)522-3727.

Right to Representation: You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing *Form NLRB-4701, Notice of Appearance*. This form is available on our website, www.nlr.gov, or at the Regional office upon your request.

If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

Presentation of Your Evidence: As the party who filed the charge in this case, it is your responsibility to meet with the Board agent to provide a sworn affidavit, or provide other witnesses to provide sworn affidavits, and to provide relevant documents within your possession. Because we seek to resolve labor disputes promptly, you should be ready to promptly present your affidavit(s) and other evidence. If you have not yet scheduled a date and time for the Board agent to take your affidavit, please contact the Board agent to schedule the affidavit(s). If you

fail to cooperate in promptly presenting your evidence, your charge may be dismissed without investigation.

Procedures: We strongly urge everyone to submit all documents and other materials by E-Filing (not e-mailing) through our website www.nlr.gov. However, the Agency will continue to accept timely filed paper documents. Please include the case name and number indicated above on all your correspondence regarding the charge.

Information about the Agency, the procedures we follow in unfair labor practice cases and our customer service standards is available on our website www.nlr.gov or from the Regional Office upon your request. *NLRB Form 4541, Investigative Procedures* offers information that is helpful to parties involved in an investigation of an unfair labor practice charge.

We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,

A handwritten signature in black ink that reads "Allen Binstock". The signature is written in a cursive, flowing style.

ALLEN BINSTOCK
Regional Director

AB/skb

Copy of charge only sent to:

NIRAJ GANATRA, GENERAL COUNSEL
INTERNATIONAL UNION, UNITED
AUTOMOBILE, AEROSPACE AND
AGRICULTURAL IMPLEMENT WORKERS
OF AMERICA (UAW), AFL-CIO
8000 E JEFFERSON AVE
DETROIT, MI 48214-3963



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 8
1240 E 9TH ST
STE 1695
CLEVELAND, OH 44199-2086

Agency Website: www.nlr.gov
Telephone: (216)522-3715
Fax: (216)522-2418



Download
NLRB
Mobile App

June 16, 2015

(b) (6), (b) (7)(C)

ALCOA INC.
1600 HARVARD AVE
CLEVELAND, OH 44105-3040

Re: Alcoa, Inc.
Case 08-CA-154164

Dear (b) (6), (b) (7)(C)

Enclosed is a copy of a charge that has been filed in this case. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

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If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

Presentation of Your Evidence: We seek prompt resolutions of labor disputes. Therefore, I urge you or your representative to submit a complete written account of the facts and a statement of your position with respect to the allegations set forth in the charge as soon as possible. If the Board agent later asks for more evidence, I strongly urge you or your representative to cooperate fully by promptly presenting all evidence relevant to the investigation. In this way, the case can be fully investigated more quickly.

Full and complete cooperation includes providing witnesses to give sworn affidavits to a Board agent, and providing all relevant documentary evidence requested by the Board agent.

Sending us your written account of the facts and a statement of your position is not enough to be considered full and complete cooperation. A refusal to fully cooperate during the investigation might cause a case to be litigated unnecessarily.

In addition, either you or your representative must complete the enclosed Commerce Questionnaire to enable us to determine whether the NLRB has jurisdiction over this dispute. If you recently submitted this information in another case, or if you need assistance completing the form, please contact the Board agent.

We will not honor any request to place limitations on our use of position statements or evidence beyond those prescribed by the Freedom of Information Act and the Federal Records Act. Thus, we will not honor any claim of confidentiality except as provided by Exemption 4 of FOIA, 5 U.S.C. Sec. 552(b)(4), and any material you submit may be introduced as evidence at any hearing before an administrative law judge. We are also required by the Federal Records Act to keep copies of documents gathered in our investigation for some years after a case closes. Further, the Freedom of Information Act may require that we disclose such records in closed cases upon request, unless there is an applicable exemption. Examples of those exemptions are those that protect confidential financial information or personal privacy interests.

Procedures: We strongly urge everyone to submit all documents and other materials by E-Filing (not e-mailing) through our website, www.nlr.gov. However, the Agency will continue to accept timely filed paper documents. Please include the case name and number indicated above on all your correspondence regarding the charge.

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We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,



ALLEN BINSTOCK
Regional Director

AB/skb

Enclosures:

1. Copy of Charge
2. Commerce Questionnaire

QUESTIONNAIRE ON COMMERCE INFORMATION

Please read carefully, answer all applicable items, and return to the NLRB Office. If additional space is required, please add a page and identify item number.

CASE NAME

Alcoa, Inc.

CASE NUMBER

08-CA-154164

1. EXACT LEGAL TITLE OF ENTITY (As filed with State and/or stated in legal documents forming entity)**2. TYPE OF ENTITY**☐ CORPORATION ☐ LLC ☐ LLP ☐ PARTNERSHIP ☐ SOLE PROPRIETORSHIP ☐ OTHER (Specify)**3. IF A CORPORATION or LLC**A. STATE OF INCORPORATION
OR FORMATION

B. NAME, ADDRESS, AND RELATIONSHIP (e.g. parent, subsidiary) OF ALL RELATED ENTITIES

4. IF AN LLC OR ANY TYPE OF PARTNERSHIP, FULL NAME AND ADDRESS OF ALL MEMBERS OR PARTNERS**5. IF A SOLE PROPRIETORSHIP, FULL NAME AND ADDRESS OF PROPRIETOR****6. BRIEFLY DESCRIBE THE NATURE OF YOUR OPERATIONS (Products handled or manufactured, or nature of services performed).****7. A. PRINCIPAL LOCATION:****B. BRANCH LOCATIONS:****8. NUMBER OF PEOPLE PRESENTLY EMPLOYED**

A. Total:

B. At the address involved in this matter:

9. DURING THE MOST RECENT (Check appropriate box): ☐ CALENDAR YR ☐ 12 MONTHS or ☐ FISCAL YR (FY dates)A. Did you **provide services** valued in excess of \$50,000 directly to customers outside your State? If no, indicate actual value.
\$

YES

NO

B. If you answered no to 9A, did you **provide services** valued in excess of \$50,000 to customers in your State who purchased goods valued in excess of \$50,000 from directly outside your State? If no, indicate the value of any such services you provided.
\$C. If you answered no to 9A and 9B, did you **provide services** valued in excess of \$50,000 to public utilities, transit systems, newspapers, health care institutions, broadcasting stations, commercial buildings, educational institutions, or retail concerns? If less than \$50,000, indicate amount. \$D. Did you **sell goods** valued in excess of \$50,000 directly to customers located outside your State? If less than \$50,000, indicate amount. \$E. If you answered no to 9D, did you **sell goods** valued in excess of \$50,000 directly to customers located inside your State who purchased other goods valued in excess of \$50,000 from directly outside your State? If less than \$50,000, indicate amount.
\$F. Did you **purchase and receive goods** valued in excess of \$50,000 from directly outside your State? If less than \$50,000, indicate amount. \$G. Did you **purchase and receive goods** valued in excess of \$50,000 from enterprises who received the goods directly from points outside your State? If less than \$50,000, indicate amount. \$H. **Gross Revenues** from all sales or performance of services (Check the largest amount)
☐ \$100,000 ☐ \$250,000 ☐ \$500,000 ☐ \$1,000,000 or more If less than \$100,000, indicate amount.I. Did you **begin operations within the last 12 months?** If yes, specify date: _____**10. ARE YOU A MEMBER OF AN ASSOCIATION OR OTHER EMPLOYER GROUP THAT ENGAGES IN COLLECTIVE BARGAINING?**☐ YES ☐ NO (If yes, name and address of association or group).**11. REPRESENTATIVE BEST QUALIFIED TO GIVE FURTHER INFORMATION ABOUT YOUR OPERATIONS**

NAME

TITLE

E-MAIL ADDRESS

TEL. NUMBER

12. AUTHORIZED REPRESENTATIVE COMPLETING THIS QUESTIONNAIRE

NAME AND TITLE (Type or Print)

SIGNATURE

E-MAIL ADDRESS

DATE

PRIVACY ACT STATEMENT

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UNITED STATES OF AMERICA
BEFORE THE NATIONAL LABOR RELATIONS BOARD

ALCOA, INC.

Charged Party

and

**UNITED AUTOMOBILE AEROSPACE AND
AGRICULTURAL IMPLEMENT WORKERS OF
AMERICA (UAW) LOCAL 1050**

Charging Party

Case 08-CA-154164

AFFIDAVIT OF SERVICE OF CHARGE AGAINST EMPLOYER

I, the undersigned employee of the National Labor Relations Board, state under oath that on June 16, 2015, I served the above-entitled document(s) by post-paid regular mail upon the following persons, addressed to them at the following addresses:

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

ALCOA INC.
1600 Harvard Ave
Cleveland, OH 44105-3040

June 16, 2015

Date

Susan Botsch, Designated Agent of NLRB

Name

/s/ Susan Botsch

Signature

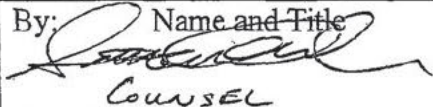
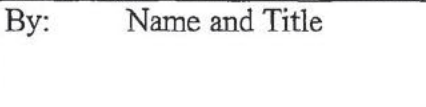
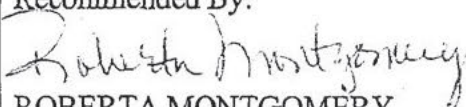
IN THE MATTER OF

Case 08-CA-154164

The Charged Party agrees that in case of non-compliance by Alcoa, Inc. – Cleveland Works with any of the terms of this Settlement Agreement by the Charged Party, and after 14 days notice from the Regional Director of the National Labor Relations Board of such non-compliance without remedy by the Charged Party, the

Regional Director will issue a Complaint that includes the allegations covered by the Notice to Employees, as identified above in the Scope of Agreement section, as well as filing and service of the charge(s), commerce facts necessary to establish Board jurisdiction, labor organization status, appropriate bargaining unit (if applicable), and any other allegations the General Counsel would ordinarily plead to establish the unfair labor practices. Thereafter, the General Counsel may file a Motion for Default Judgment with the Board on the allegations of the Complaint. The Charged Party understands and agrees that all of the allegations of the Complaint will be deemed admitted and that it will have waived its right to file an Answer to such Complaint. The only issue that the Charged Party may raise before the Board will be whether it defaulted on the terms of this Settlement Agreement. The General Counsel may seek, and the Board may impose, a full remedy for each unfair labor practice identified in the Notice to Employees. The Board may then, without necessity of trial or any other proceeding, find all allegations of the Complaint to be true and make findings of fact and conclusions of law consistent with those allegations adverse to the Charged Party on all issues raised by the pleadings. The Board may then issue an Order providing a full remedy for the violations found as is appropriate to remedy such violations. The parties further agree that a U.S. Court of Appeals Judgment may be entered enforcing the Board Order ex parte, after service or attempted service upon Charged Party at the last address provided to the General Counsel.

NOTIFICATION OF COMPLIANCE — Each party to this Agreement will notify the Regional Director in writing what steps the Charged Party has taken to comply with the Agreement. This notification shall be given within 5 days, and again after 60 days, from the date of the approval of this Agreement. If the Charging Party does not enter into this Agreement, initial notice shall be given within 5 days after notification from the Regional Director that the Charging Party did not request review or that the General Counsel sustained the Regional Director's approval of this agreement. No further action shall be taken in the above captioned case(s) provided that the Charged Party complies with the terms and conditions of this Settlement Agreement and Notice.

Charged Party ALCOA INC.		Charging Party United Automobile Aerospace and Agricultural Implement Workers of America (UAW) Local 1050	
By:  Name and Title COUNSEL Scott Dietrich, Esq.	Date 10/28/15	By:  Name and Title (b) (6), (b) (7)(C)	Date
Recommended By:  ROBERTA MONTGOMERY, Field Examiner	Date 10/28/15	Approved By: /s/ Allen Binstock Regional Director, Region 8	Date 11-19-15

(To be printed and posted on official Board notice form)

FEDERAL LAW GIVES YOU THE RIGHT TO:

- Form, join, or assist a union;
- Choose a representative to bargain with us on your behalf;
- Act together with other employees for your benefit and protection;
- Choose not to engage in any of these protected activities.

WE WILL NOT do anything to prevent you from exercising the above rights.

The United Auto Workers, Local 1050 represents the employees in the following unit:

All production, maintenance and skilled trades employees at its Cleveland, Ohio plant for which the Union has been certified by the National Labor Relations Board, or for whom the Company has recognized the Union as the exclusive collective bargaining representative.

WE WILL NOT unreasonably delay in providing the Union with information it requests that is relevant and necessary to its role as your exclusive collective bargaining representative.

WE WILL NOT in any like or related manner interfere with your rights under Section 7 of the Act.

WE HAVE provided the Union with the information it requested on February 9, 2015, March 9, 2015 and March 13, 2015 related to contracted out saw work.

WE HAVE provided the Union with the information it requested on March 25, 2015, April 15, 2015, April 16, 2015 and May 18, 2015 related to proper training procedures for hot inspection and issuance of a stamp.

ALCOA INC. – CLEVELAND WORKS

(Employer)

Dated: _____ By: _____
(Representative) (Title)

The National Labor Relations Board is an independent Federal agency created in 1935 to enforce the National Labor Relations Act. We conduct secret-ballot elections to determine whether employees want union representation and we investigate and remedy unfair labor practices by employers and unions. To find out more about your rights under the Act and how to file a charge or election petition, you may speak confidentially to any agent with the Board's Regional Office set forth below or you may call the Board's toll-free number 1-866-667-NLRB



(1-866-667-6572). Hearing impaired persons may contact the Agency's TTY service at 1-866-315-NLRB. You may also obtain information from the Board's website: www.nlr.gov.

1240 E 9TH ST
STE 1695
CLEVELAND, OH 44199-2086

Telephone: (216)522-3715
Hours of Operation: 8:15 a.m. to 4:45 p.m.

THIS IS AN OFFICIAL NOTICE AND MUST NOT BE DEFACED BY ANYONE

This notice must remain posted for 60 consecutive days from the date of posting and must not be altered, defaced or covered by any other material. Any questions concerning this notice or compliance with its provisions may be directed to the above Regional Office's Compliance Officer.

A handwritten signature in black ink, appearing to be "S. M.", located in the bottom right corner of the page.



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 8
1240 E 9TH ST
STE 1695
CLEVELAND, OH 44199-2086

Agency Website: www.nlrb.gov
Telephone: (216)522-3715
Fax: (216)522-2418

November 20, 2015

(b) (6), (b) (7)(C)

INTERNATIONAL UNION, UNITED
AUTOMOBILE, AEROSPACE AND
AGRICULTURAL IMPLEMENT WORKERS
OF AMERICA, LOCAL 1050
2507 HARVARD AVENUE
CLEVELAND, OH 44105

Re: Alcoa, Inc.
Case 08-CA-154164

Dear **(b) (6), (b) (7)(C)**:

We have carefully investigated and considered your charge that ALCOA INC. has violated the National Labor Relations Act.

Decision to Approve Settlement Agreement: In view of the terms the Charged Party has agreed to in the attached Settlement Agreement, I have determined that it would not effectuate the purposes of the National Labor Relations Act to institute further proceedings at this time. I am, therefore, approving the Settlement Agreement and refusing to issue a complaint in this matter.

Your Right to Appeal: You may appeal my decision to the General Counsel of the National Labor Relations Board, through the Office of Appeals. If you appeal, you may use the enclosed Appeal Form, which is also available at www.nlrb.gov. However, you are encouraged to also submit a complete statement of the facts and reasons why you believe my decision was incorrect.

Means of Filing: An appeal may be filed electronically, by mail, by delivery service, or hand-delivered. Filing an appeal electronically is preferred but not required. The appeal MAY NOT be filed by fax or email. To file an appeal electronically, go to the Agency's website at www.nlrb.gov, click on **E-File Documents**, enter the **NLRB Case Number**, and follow the detailed instructions. To file an appeal by mail or delivery service, address the appeal to the **General Counsel at the National Labor Relations Board, Attn: Office of Appeals, 1015 Half Street SE, Washington, DC 20570-0001**. Unless filed electronically, a copy of the appeal should also be sent to me.

Appeal Due Date: The appeal is due on **December 4, 2015**. If the appeal is filed electronically, the transmission of the entire document through the Agency's website must be completed **no later than 11:59 p.m. Eastern Time** on the due date. If filing by mail or by delivery service an appeal will be found to be timely filed if it is postmarked or given to a

delivery service no later than December 3, 2015. **If an appeal is postmarked or given to a delivery service on the due date, it will be rejected as untimely.** If hand delivered, an appeal must be received by the General Counsel in Washington D.C. by 5:00 p.m. Eastern Time on the appeal due date. If an appeal is not submitted in accordance with this paragraph, it will be rejected.

Extension of Time to File Appeal: The General Counsel may allow additional time to file the appeal if the Charging Party provides a good reason for doing so and the request for an extension of time is **received on or before December 4, 2015.** The request may be filed electronically through the *E-File Documents* link on our website www.nlr.gov, by fax to (202)273-4283, by mail, or by delivery service. The General Counsel will not consider any request for an extension of time to file an appeal received after December 4, 2015, **even if it is postmarked or given to the delivery service before the due date.** Unless filed electronically, a copy of the extension of time should also be sent to me.

Confidentiality: We will not honor any claim of confidentiality or privilege or any limitations on our use of appeal statements or supporting evidence beyond those prescribed by the Federal Records Act and the Freedom of Information Act (FOIA). Thus, we may disclose an appeal statement to a party upon request during the processing of the appeal. If the appeal is successful, any statement or material submitted with the appeal may be introduced as evidence at a hearing before an administrative law judge. Because the Federal Records Act requires us to keep copies of case handling documents for some years after a case closes, we may be required by the FOIA to disclose those documents absent an applicable exemption such as those that protect confidential sources, commercial/financial information, or personal privacy interests.

Very truly yours,

/s/ Allen Binstock

ALLEN BINSTOCK
Regional Director

AB/skb

Enclosure

cc: [REDACTED]
[REDACTED]
ALCOA INC.
1600 HARVARD AVE
CLEVELAND, OH 44105-3040

SCOTT N. DIETRICH, ATTORNEY
ALCOA
201 ISABELLA ST
PITTSBURGH, PA 15212-5827

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD

APPEAL FORM

To: General Counsel
Attn: Office of Appeals
National Labor Relations Board
1015 Half Street SE
Washington, DC 20570-0001

Date:

Please be advised that an appeal is hereby taken to the General Counsel of the National Labor Relations Board from the action of the Regional Director in approving the settlement agreement in

Case Name(s).

Case No(s). *(If more than one case number, include all case numbers in which appeal is taken.)*

(Signature)



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD
OFFICE OF THE GENERAL COUNSEL
Washington, DC 20570

November 27, 2015

(b) (6), (b) (7)(C)
INTERNATIONAL UNION, UNITED
AUTOMOBILE, AEROSPACE AND
AGRICULTURAL IMPLEMENT WORKERS
OF AMERICA, LOCAL 1050
2507 HARVARD AVE
CLEVELAND, OH 44105

Re: Alcoa, Inc.
Case 08-CA-154164

Dear **(b) (6), (b) (7)(C)**

We have received your appeal and accompanying material. We will assign it for processing in accordance with Agency procedures, which include review of the investigatory file and your appeal in light of current Board law. We will notify you and all other involved parties as soon as possible of our decision.

Sincerely,

Richard F. Griffin, Jr.
General Counsel

By:

A handwritten signature in black ink that reads "Deborah M.P. Yaffe". The signature is fluid and cursive, with the last name "Yaffe" being particularly prominent.

Deborah M.P. Yaffe, Director
Office of Appeals

cc: ALLEN BINSTOCK
REGIONAL DIRECTOR
NATIONAL LABOR RELATIONS
BOARD
1240 E 9TH ST STE 1695
CLEVELAND, OH 44199-2086

SCOTT N. DIETRICH, ESQ.
ALCOA
201 ISABELLA ST
PITTSBURGH, PA 15212-5827

(b) (6), (b) (7)(C)

ALCOA INC.
1600 HARVARD AVE
CLEVELAND, OH 44105-3040

cl

NIRAJ GANATRA
GENERAL COUNSEL
INTERNATIONAL UNION, UNITED
AUTOMOBILE, AEROSPACE AND
AGRICULTURAL IMPLEMENT
WORKERS OF AMERICA, AFL
8000 E JEFFERSON AVE
DETROIT, MI 48214-3963



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD
OFFICE OF THE GENERAL COUNSEL
Washington, DC 20570

February 2, 2016

(b) (6), (b) (7)(C)

INTERNATIONAL UNION UNITED
AUTOMOBILE, AEROSPACE AND
AGRICULTURAL IMPLEMENT
WORKERS OF AMERICA LOCAL 1050
2507 HARVARD AVE
CLEVELAND, OH 44105

Re: Alcoa, Inc.
Case 08-CA-154164

Dear **(b) (6), (b) (7)(C)**:

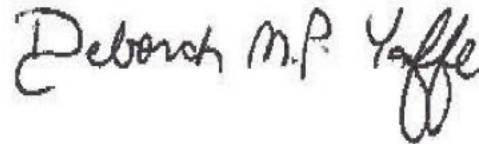
We have carefully considered your appeal from the Regional Director's approval of a unilateral, informal Board settlement agreement. We agree with the Regional Director and deny the appeal substantially for the reasons in his November 20, 2015 letter approving the settlement agreement.

On appeal, you assert that the Employer has failed to abide by the settlement agreement by failing to supply information requested by the Union for two other departments. However, upon review, the information in issue in your appeal appears to be outside of your underlying unfair labor practice charge. Consequently, it appears to be outside the scope of this appeal. Further, during the processing of the unfair labor practice charge, the Union had ample opportunity to amend the charge to include this information, but it did not.

Because the settlement agreement approved by the Regional Director fully remedies the unfair labor practices you alleged in your underlying unfair labor practice charge, further proceedings on this matter are unwarranted.

Sincerely,

Richard F. Griffin, Jr.
General Counsel



By:

Deborah M.P. Yaffe, Director
Office of Appeals

cc: ALLEN BINSTOCK
REGIONAL DIRECTOR
NATIONAL LABOR RELATIONS
BOARD
1240 E 9TH ST STE 1695
CLEVELAND, OH 44199-2086

NIRAJ GANATRA
GENERAL COUNSEL
INTERNATIONAL UNION, UNITED
AUTOMOBILE, AEROSPACE AND
AGRICULTURAL IMPLEMENT
WORKERS OF AMERICA, AFL
8000 E JEFFERSON AVE
DETROIT, MI 48214-3963

(b) (6), (b) (7)(C)

ALCOA INC
1600 HARVARD AVE
CLEVELAND, OH 44105-3040

SCOTT N. DIETRICH ESQ.
ALCOA
201 ISABELLA ST
PITTSBURGH, PA 15212-5827

kf

CERTIFICATION OF POSTING

RE: Alcoa, Inc.
Case 08-CA-154164

1. Physical Posting

The Notice to Employees in the above matter was posted on

(date) 2/18/16 at the following locations: (List specific places of posting)

Building 118-North Side Bulletin Board

Building 118-HR Office Bulletin Board

Building 206-A Plant Bulletin Board

H-Plant Breakroom Bulletin Board

Y-Plant Entrance Bulletin Board

CHARGED PARTY/RESPONDENT

By:

(b) (6), (b) (7)(C)

Title:

Date: 4/6/15

This form should be returned to the Regional Office, together with **TWO** original Notices, dated and signed in the same manner as those posted.



NOTICE TO EMPLOYEES



POSTED PURSUANT TO A SETTLEMENT AGREEMENT APPROVED BY A REGIONAL DIRECTOR OF THE NATIONAL LABOR RELATIONS BOARD

AN AGENCY OF THE UNITED STATES GOVERNMENT

FEDERAL LAW GIVES YOU THE RIGHT TO:

- Form, join, or assist a union;
- Choose a representative to bargain with us on your behalf;
- Act together with other employees for your benefit and protection;
- Choose not to engage in any of these protected activities.

WE WILL NOT do anything to prevent you from exercising the above rights.

The United Auto Workers, Local 1050 represents the employees in the following unit:

All production, maintenance and skilled trades employees at its Cleveland, Ohio plant for which the Union has been certified by the National Labor Relations Board, or for whom the Company has recognized the Union as the exclusive collective bargaining representative.

WE WILL NOT unreasonably delay in providing the Union with information it requests that is relevant and necessary to its role as your exclusive collective bargaining representative.

WE WILL NOT in any like or related manner interfere with your rights under Section 7 of the Act.

WE HAVE provided the Union with the information it requested on February 9, 2015, March 9, 2015 and March 13, 2015 related to contracted out saw work.

WE HAVE provided the Union with the information it requested on March 25, 2015, April 15, 2015, April 16, 2015 and May 18, 2015 related to proper training procedures for hot inspection and issuance of a stamp.

ALCOA INC.-CLEVELAND-WORKS

(Employer)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

Dated: 2/18/16 By _____

The National Labor Relations Board is an independent Federal agency created in 1935 to enforce the National Labor Relations Act. It conducts secret-ballot elections to determine whether employees want union representation and it investigates and remedies unfair labor practices by employers and unions. To find out more about your rights under the Act and how to file a charge or election petition, you may speak confidentially to any agent with the Board's Regional Office set forth below. You may also obtain information from the Board's website: www.nlrb.gov.

400 Federal Office Building
1240 East 9th Street
Cleveland, Ohio 44199

THIS IS AN OFFICIAL NOTICE AND MUST NOT BE DEFACED BY ANYONE.

THIS NOTICE MUST REMAIN POSTED FOR 60 CONSECUTIVE DAYS FROM THE DATE OF POSTING AND MUST NOT BE ALTERED, DEFACED, OR COVERED BY ANY OTHER MATERIAL. ANY QUESTIONS CONCERNING THIS NOTICE OR COMPLIANCE WITH ITS PROVISIONS MAY BE DIRECTED TO THE ABOVE REGIONAL OFFICE'S COMPLIANCE OFFICER,



NOTICE TO EMPLOYEES



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ALCOA INC.-CLEVELAND WORKS

(Employer)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

Dated: 2/12/16 By: _____

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Regional Office Bureau
240 East 9th Street
Cleveland, Ohio 44199

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UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 8
1240 E 9TH ST
STE 1695
CLEVELAND, OH 44199-2086

Agency Website: www.nlrb.gov
Telephone: (216)522-3715
Fax: (216)522-2418

July 5, 2016

Scott N. Dietrich, Attorney
Alcoa, Inc.
201 Isabella St
Pittsburgh, PA 15212-5827

Re: Alcoa, Inc.
Case 08-CA-154164

Dear Mr. Dietrich:

The above-captioned case has been closed on compliance. Please note that the closing is conditioned upon continued observance of the informal Settlement Agreement.

Very truly yours,

ALLEN BINSTOCK
Regional Director

cc:

(b) (6), (b) (7)(C)
International Union, United Automobile,
Aerospace and Agricultural Implement
Workers of America, Local 1050
2507 Harvard Avenue
Cleveland, OH 44105

(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)
Alcoa Inc.
1600 Harvard Ave
Cleveland, OH 44105-3040